

John Negroponte

79-1992/1

PERS A-5423

30 August 1979

MEMORANDUM FOR: Director of Central Intelligence
FROM : Deputy Director of Central Intelligence
SUBJECT : CIA Senior Executive Service

We held a two and one-half hour meeting of the Executive Committee today to review the CIA Senior Executive Service proposal. There was detailed discussion and different points of view were expressed, but I would say at the end of the meeting all the DDs and the Comptroller were generally on board with the system as proposed with some modifications. The modifications are:

- o CT and RMS will have a system separate from the CIA system but with parallel structure. [REDACTED] and Zeke Zellmer agreed to this, and they will work jointly on that structure.
- o The Senior Executive Service Advisory Committee (SESAC) was abolished. There was general agreement that it was an extra layer and really had no function. The Office of Personnel will perform the overseeing and monitoring function with dedicated staff advising me directly. Policy issues, when appropriate, will be forwarded to the Executive Committee.
- o It was agreed that rotatees would be evaluated and recommended for awards in the Senior Intelligence Service within the components to which they are assigned. Promotions, however, will continue to be handled through the career service component.
- o We tentatively agreed that the recommendations for awards and bonuses will be kept confidential.
- o The role of the Performance Review Committee (PRC) will be defined a little more clearly.
- o The Office of Personnel and the Comptroller will prepare options and recommendations for allocating bonuses and awards to the directorates and to the various grades. The distribution formulas will be worked out and decided upon by me after the various options are reviewed.

The Office of Personnel, over the next few days, will amend and revise their proposal to reflect the decisions of the meeting and will forward copies to the Executive Committee by Wednesday or Thursday of next week. They will have one day to react and I will approve or disapprove the various recommendations by Friday of next week in order that the Office of Personnel can launch the effort by 1 October.

/s/ Frank C. Carlucci

Frank C. Carlucci

STATINTL SA/DDCI, [REDACTED] sh

Distribution:

Original - DCI

1 - D/Pers

1 - SA/DDCI [REDACTED]

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ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:	SA/DDCI	EXTENSION	NO.	
			DATE	
			31 August 1979	
TO: (Officer designation, room number, and building)	DATE		OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	FORWARDED		
1. Director of Personnel	31 AUG 1979		J	
2. DD Pers	31 AUG 1979		rev	
3. C/SIS TG.	31		JHM	
4. 1006 Ames Building				
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